

**KGW(TV)**  
**EEO PUBLIC FILE REPORT**  
**10/01/08- 09/30/09<sup>1</sup>**

**I. VACANCY LIST**

See Master Recruitment Source List (MRSL) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Internet Account Executive	1-12, 29-31, 33-41	40
Internet Account Executive	1-12, 29-31, 33-39, 41	9
News Producer	1-25, 33-39, 41	9
Internet Account Executive	1-12, 29-31, 33-41	40
Meteorologist/Weather Anchor	1-25, 33-39, 41	41

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<sup>1</sup> This report provides recruitment data collected from September 24, 2008 through September 28, 2009.

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**II. MASTER RECRUITMENT SOURCE LIST (MRSL)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over Reporting period</b>
1	State of Oregon Employment Division Frank Granger 30 N Webster Street Suite E Portland, OR 97217 (503) 280-6009	N	0
2	Y.W.C.A Job Bank Kathy Carnes 1111 SW 10 <sup>th</sup> Avenue Portland, OR 97205 (503) 294-7400	N	0
3	Bureau of Indian Affairs Stanley Speaks 911 NE 11 <sup>th</sup> Avenue Portland, OR 97232-4169 (503) 231-6702	N	0
4	Urban League of Portland Employment Department Howard Moriah 10 N. Russell Portland, OR 97227 (503) 280-2600	N	0
6	NAB Employee Clearinghouse Michelle Duke 1771 N Street NW Washington DC 20036 (202) 429-5361	N	0
7	Oregon Commission for Black Affairs Everett L. Rice 800 NE Oregon Street, Suite 930 Portland, Oregon 97232-2162 (503) 731-4002	N	0
8	Oregon Association of Broadcasters Bill Johnstone 7150 SW Hampton #240 Portland, OR 97223 (503) 443-2299 www.theoab.org	N	0
9	Station website: Kgw.com 1501 SW Jefferson St Portland, OR 97201 (503) 226-5000	N	8

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10	Oregonian Newspaper Deborah Hartman 1320 SW Broadway Portland, OR 97201 (503) 221-8466	N	0
11	Craigslist.com Craig Newmark PO Box 225159 San Francisco, CA 94122 5159 (800) 664-0633	N	0
12	TVJOBS.com Mark Holloway P.O. Box 4116 Oceanside, CA 92052 (800) 374 --0119800	N	2
13	The National Association of Hispanic Journalists Kevin Olivas 1000 National Press Building 529 14 <sup>th</sup> St., NW Washington, DC 20045-2001 (202) 662-7483	N	0
14	Asian American Journalists Assn. Albert Lee 1182 Market Street Suite 320 San Francisco, CA 94102 (415) 346-2051	N	0
15	MediaLine Mark Shilstone Box 51909 Pacific Grove, CA 93950 (800) 237-8073 medialine@medialine.com	N	0
16	Lostremote.com Cory Bergman Seattle WA	N	0
17	California Chicano News Media Association 300 S Grand Ave # 3950 Los Angeles, CA 90071 (213) 437-4408	N	0
18	RTNDA Carol Knopes 1025 F Street NW 7 <sup>th</sup> Floor Washington DC 20004 (202) 659.6510	N	0

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20	National Association of Black Journalists Ryan Williams University of Maryland 8701-A Adelphi Road Adelphi, MD 20783-1716 (301) 445-7100	N	0
21	Media-Match.com 714 Nth La Brea CA 90038 323 284 5589 www.media-match.com	N	0
22	Mediabizjobs.com John Stipe PO Box 95915 Seattle, WA 98145 406.558.4696	N	0
23	TVSpy.com Jobs@tvspy.com Vault .com Inc. 150 W. 22 <sup>nd</sup> St., 5 <sup>th</sup> Floor New York, NY 10011 (212) 242 2093	N	0
24	Productionhub.com 801 W. Fairbanks Ave. Winter Park FL 32789 (877) 629.4122	N	0
25	Frank Magid and Associates Alan Oldfield One Research Center Marion, Iowa 52302 (319) 377-7345	N	0
26	Creativehotlist.com Patrick S. Coyne 110 Constitution Ave Menlo Park CA 94025 (650) 815-4290	N	0
27	The Art Institute of Portland 1122 NW Davis Street Portland, OR 97209 Barry Wall (503) 382-4758	N	0
28	Promaxbda.org 2029 Century Park East, Suite 555 Los Angeles, CA 90067-2906 (310) 788.7600	N	0

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29	Spots N Dots April Causey 167 Oakdale Road Johnson City; NY 13790 (888) 884-2630	N	0
30	TVB.org Hope Etheridge 3 East 54 <sup>th</sup> Street New York, NY 10022 (212) 486-1111	N	0
31	Linkedin Corporation 2029 Stierlin Court Mountain View, CA 94043 www.linkedin.com	N	1
32	Society of Broadcast Engineers Scott Jones 9247 North Meridian Street, Suite 305 Indianapolis, IN 46260 (317) 846-9000	N	0
33	University of Washington Center for Career Services Job Placement Coordinator 134 Mary Gates Hall Box 352810 Seattle WA 98195 (206) 543 9107	N	0
34	Washington State University Murrow School of Communications Glenn Johnson PO Box 642520 Pullman WA 99164 (509) 335 3068	N	0
35	University of Oregon School of Journalism and Communications Bill Morill Career Services Coordinator 1275 University of Oregon Eugene OR 97403 541-346-2171	N	0
36	Hispanic Metropolitan Chamber of Commerce Adelina Larsen 333 SW 5 <sup>th</sup> Ave Suite 100 Portland OR 97207 (503) 222 0280	N	0

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37	ITT Technical Institute Rita Ogbeama 9500 NE Cascades Parkway Portland OR 97220 (503) 255 6500	Y	0
38	Mt Hood Community College Career Planning and Counseling Center Room 1152 26000 SE Stark St. Gresham OR 97030 (503) 491 7432 mhccareer@mhcc.edu	Y	0
39	Portland Community College Student Employment Services -- SSB 104 PO Box 19000 Portland OR 97280-0990 <a href="mailto:stujobs@pcc.edu">stujobs@pcc.edu</a> Fax (503) 978 5030	N	0
40	Word Of Mouth Referrals	N	4
41	Internal Posting/Candidate	N	2
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD:</b>			<b>17</b>

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**III. RECRUITMENT INITIATIVES**

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participate in job fair	The station participated in the Portland State University Career Information day and job fair on February 18, 2009. Station participants included Human Resources Director.
2	Participate in job fair	The station participated in the Mt Hood Community College High School Careers, Leadership Access Conference on April 9, 2009. Station participants included the Human Resources Director
3	Participate in job fair	The station participated in the Portland Community College, Cascade Campus job fair on May 5, 2009. Station participants included Human Resources Director.
4	Participate in job fair	The station participated in the Northwest Youth Career Expo on May 7, 2009. Station participants included the Human Resources Director
5	Events or programs sponsored by educational institutions relating to broadcast careers	The station hosted a Senior from David Douglas High School through the BizConnect Work program on March 11, 2009. The student participated in the newsroom activities of the day.
6	Events or programs sponsored by educational institutions relating to broadcast careers	The station participated in a Journalism conference through Oregon State University on October 25, 2008. This was all day seminar focused on reporting, using multimedia, reporting pitfalls and other news reporting related topics. Station participants included the kgw.com Internet Manager as well as various other newsroom staff members. Internet Manager also presented on the Future of Media at the event.
8	Events or programs sponsored by educational institutions relating to broadcast careers	The station participated in a Journalism seminar through Washington State University on February 10, 2009. The class consisted 20 college seniors enrolled in the Communications Studies Course. Station participants included President and General Manager.

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	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
9	Internship program	During January 2009, the station hosted a college intern from New Avenues for Youth – a local organization dedicated to providing education and opportunities to at-risk teens and young adults. The intern worked in the news department for four weeks.
10	Events or programs sponsored by educational institutions relating to broadcast careers	On April 28, 2009, the station participated in New Avenues for Youth – a local organization dedicated to providing education and opportunities to at-risk teens and young adults. The station conducted mock interviews with participants in the Pursuing Avenues for Employment training program. Station participants included the Human Resources Director
11	Events or programs sponsored by educational institutions relating to broadcast careers	The station provided access to a class from Eastern Oregon University in May 2009. The class attended an daily editorial meeting, discussed TV journalism and then toured the station facilities. Station participants included the Executive News Director and the Managing Editor.
12	Events or programs sponsored by educational institutions relating to broadcast careers	The station participated in a roundtable discussion at the University of Oregon, Turnbull Center in May 2009. The discussion focused on a discussion about journalism Master's Programs at University of Oregon. Station participants included the President and General Manager.
13	Events or programs sponsored by educational institutions relating to broadcast careers	The station participated in a career site visit from the Summer Youth Corp, a group formed by the Education Cabinet and Mayor's Office of the City of Portland. The focus is to ensure a successful and focused start to High School for incoming 9 <sup>th</sup> graders. Participants were provided information about careers in broadcasting as well a tour and description of station operations. This occurred on July 31, 2009. Station participants included the President and General Manager; Human Resources Director; Assistant News Director and Engineering Projects Manager.



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	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
14	Events or programs sponsored by educational institutions relating to broadcast careers	The station hosted a student from David Douglas High School through the BizConnect Work program on July 29, 2009. The student participated in the newsroom activities of the day.
15	Events or programs sponsored by educational institutions relating to broadcast careers	The station hosted a sophomore from University of Oregon on August 28 2009. The student was hosted by a KGW News Reporter.
16	Internship program	During September 2009, the station hosted a college intern from New Avenues for Youth – a local organization dedicated to providing education and opportunities to at-risk teens and young adults. The intern worked in various departments for four weeks to gain full operational exposure
17	Events or programs sponsored by educational institutions relating to broadcast careers	The station participated in a class discussion with Ninth Graders at Harriett Tubman Middle School, digital media class on September 11, 2009. The focus was an introduction to various careers in broadcasting extending beyond on air positions. Station participants included the Human Resources Director
18	Events or programs sponsored by educational institutions relating to broadcast careers	The station participated in a class discussion with Ninth Graders at Harriett Tubman Middle School, digital media class on September 21, 2009. The focus was introduction to broadcasting with various staff working in journalism. Station Participants included the Assignment Editor, News Photographer and News Producer
19	Events or programs sponsored by educational institutions relating to broadcast careers	The station participated in a class discussion with Juniors at Aloha High School on June 9, 2009. The focus was careers in journalism. Station participants included the Human Resources Director